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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 29th September, 2025

No.8600—LESI-LL2-FM-0010/2019/LESI.— Whereas the draft of certain rules further to amend the Odisha Factories Rules, 1950 was published as required by section 115 of the Factories Act, 1948 (63 of 1948) in the Extraordinary Issue No.2320 of the *Odisha Gazette* dated the 28th July, 2025 under the Notification of the Government of Odisha in the Labour and ESI Department No. 6792-LESI-LL2-FM-0010-2019 dated 28th July 2025, for information of all persons likely to be affected thereby and objections and suggestions were invited in respect of the said draft within a period of forty-five days from the date of publication of the said notification in the *Odisha Gazette*;

And whereas, no objection or suggestion is received from any person within the period so stipulated above in respect of the said draft;

Now, therefore, in exercise of the powers conferred by section 112 of the Factories Act, 1948, the State Government do hereby make the following rules further to amend the Odisha Factories Rules, 1950, namely:—

1. (1) These rules may be called the Odisha Factories (Amendment) Rules, 2025.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. In the Odisha Factories Rules, 1950 (hereinafter referred to as the said rules), in rule 96,—

- (i) in Schedule II, in paragraph 3, the word 'woman' shall be omitted;
- (ii) in Schedule II, after paragraph 3, the following paragraph shall be inserted, namely:—

“3A. Allowing women in all operations.— Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.”;

- (iii) in Schedule III, in paragraph 3, the words 'woman or' shall be omitted;
- (iv) in Schedule III, after paragraph 3, the following paragraph shall be inserted, namely:-
 "3A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (v) in Schedule IV, in paragraph 4, the words 'woman or' shall be omitted;
- (vi) in Schedule IV, after paragraph 4, the following paragraph shall be inserted, namely:-
 "4A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (vii) in Schedule VI, in paragraph 4, the words 'woman or' shall be omitted;
- (viii) in Schedule VI, after paragraph 4, the following paragraph shall be inserted, namely:-
 "4A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (ix) in Schedule VII, in paragraph 1, the words 'woman or' shall be omitted;
- (x) in Schedule VII, after paragraph 1, the following paragraph shall be inserted, namely:-
 "1A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xi) in Schedule VIII, in the second proviso of paragraph 2, the words 'woman or' shall be omitted;
- (xii) in Schedule VIII, after paragraph 2, the following paragraph shall be inserted, namely:-
 "2A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

- (xiii) in Schedule X, in paragraph 4, the words 'woman or' shall be omitted;
- (xiv) in Schedule X, after paragraph 4, the following paragraph shall be inserted, namely:-
 "4A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xv) in Schedule XI, in paragraph 5, the words 'woman or' shall be omitted;
- (xvi) in Schedule XI, after paragraph 5, the following paragraph shall be inserted, namely:-
 "5A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xvii) in Schedule XII, in paragraph 6 of Part II of Annexure IV, the words 'and women' shall be omitted;
- (xviii) in Schedule XII, after paragraph 6 of Part II of Annexure IV, the following paragraph shall be inserted, namely:-
 "6A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xix) in Schedule XVII, in paragraph 15, the words 'woman or' shall be omitted;
- (xx) in Schedule XVII, after paragraph 15, the following paragraph shall be inserted, namely:-
 "15A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xxi) in Schedule XVIII, in paragraph 8, the words 'woman or' shall be omitted;
- (xxii) in Schedule XVIII, after paragraph 8, the following paragraph shall be inserted, namely:-
 "8A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

- (xxiii) in Schedule XIX, in paragraph 8, the words 'woman or' shall be omitted;
- (xxiv) in Schedule XIX, after paragraph 8, the following paragraph shall be inserted, namely:-
 "8A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xxv) in Schedule XX, in paragraph 6, the words 'woman or' shall be omitted;
- (xxvi) in Schedule XX, after paragraph 6, the following paragraph shall be inserted, namely:-
 "6A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xxvii) in Schedule XXI, in paragraph 5, the words 'woman or' shall be omitted;
- (xxviii) in Schedule XXI, after paragraph 5, the following paragraph shall be inserted, namely:-
 "5A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";
- (xxix) in Schedule XXII, in paragraph 2, the words 'woman or' shall be omitted;
- (xxx) in Schedule XXII, after paragraph 2, the following paragraph shall be inserted, namely:-
 "2A. Allowing women in all operations.- Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.".

By Order of the Governor
 CHITHRA ARUMUGAM
 Principal Secretary to Government